



City of Omaha
John W. Ewing Jr., Mayor

Human Resources Department

Omaha/Douglas Civic Center
1819 Farnam Street, Suite 506
Omaha, Nebraska 68183-0506
(402) 444-5300
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Deborah K. Sander
Director

Honorable President

and Members of the City Council,

NOV 19 '25 PM 3:48

Attached hereto is an Ordinance to establish wages and terms of employment for the positions known as the Administrative and Executive Classifications (AEC) for payroll years 2026 through 2029. The wages and terms of employment match those negotiated between the City and the Civilian Management Professional and Technical Employees Council (CMPTEC). In order to limit confusion when the Collective Bargaining Agreement is codified, the Ordinance approving the Labor Agreement with CMPTEC includes the actual language for contractual revisions when they were the same as those received by AEC employees.

If approved, this Labor Agreement provides for the following:

1. Wages

There is a wage increase of 4% for 2026. This follows the annual increases of 2% for 2023 to 2025. The pay plan for 2026 was modified for some classifications after an analysis of all positions. For individuals in those classifications where pay ranges were adjusted, employees will be placed at a pay step in the new pay range that assures a 4% increase in pay. Employees who have been in their current position for over 10 years will be placed at their current step, or the step that gives them at least a 10% increase, whichever is less. The Human Resources Director placed employees at a step placement for 2026 in the same manner that was done for CMPTEC employees. Five classifications where the starting pay was significantly higher than the comparable city data have been frozen for the term of the Ordinance.

There is a 3% wage increase for 2027, 2028, and 2029.

2. Other Financial Adjustments

Longevity pay will be adjusted starting at the beginning of the 2027 payroll year:

For those with 7 to 14 years of service increased from \$520 per year to \$780 per year.

For those with 14 to 21 years of service increased from \$1,040 per year to \$1,560 per year.

For those with 21 years of service or more increased from \$2,080 per year to \$3,120 per year.

Honorable President

and Members of the City Council

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3. Health Insurance

There is already an agreement in place for contributions to each employee's health savings account for 2026 to 2028. The agreement establishes rates for 2029 which are an increase of \$50 for employee only coverage and \$100 for employee + one and family coverage as follows:

2029

Employee Only: \$2,350 lump sum

Employee + One, and Family: \$4,700 lump sum

4. Paid Holiday

AEC Employees will get an additional floating holiday.

5. Parental Leave

The City will offer 6 weeks of paid parental leave to AEC employees for qualifying births, adoptions, or fostering of a minor child.

6. Other changes and agreements

a. AEC employees who are not provided free parking will have an opportunity to receive a \$50 per month contribution to a flexible benefit parking reimbursement account that they establish.

b. Dental insurance will be modified so that routine cleaning coverage will increase from 90% to 100% and the maximum paid by the City will increase from \$1,000 to \$1,750. The current amounts have been in place for over thirty years.

c. The City will update its College Tuition Reimbursement Policy to increase the number of credit hours that can be covered and to tie the reimbursement rate to UNO rates. Receiving tuition reimbursement is still contingent on funding and approval by a department director.

d. The amount of sick leave that can be used for the benefit of a family member will increase from 40 hours per year to 56 hours per year.

e. The payout of sick leave at retirement will be modified so that the maximum number of hours of pay that can be received will increase from 612.5 hours to 800 hours in the event an employee has 2,000 hours of accrued sick leave when they retire.

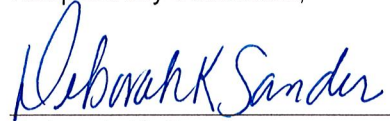
Honorable President

and Members of the City Council

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The Human Resources Department recommends your approval of this Ordinance. The Personnel Board approved this Ordinance at its November 20, 2025 meeting.

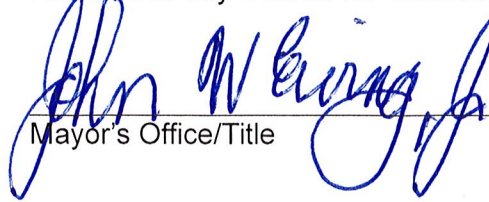
Respectfully submitted,


Deborah K. Sander
Human Resources Director

11/19/2025

Date

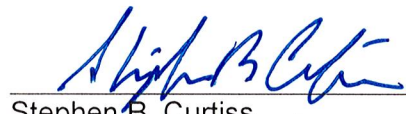
Referred to City Council for Consideration:


Mayor's Office/Title

11/19/25

Date

Approved as to Funding:


Stephen B. Curtiss
Finance Director

11/19/25

Date

Approved as to Form:


Bernard J. in den Bosch
Deputy City Attorney

11/19/25

Date

ORDINANCE NO. 44527

AN ORDINANCE to amend Sections 23-177, 23-494, and 23-502 of the Omaha Municipal Code to reflect changes for employees in the Administrative and Executive Classifications (AEC) for the years 2026, 2027, 2028, and 2029; to provide for placement of employees in the new pay plan; to provide that any ordinances of the City of Omaha, and any rules and regulations promulgated thereunder, which are in conflict with this Ordinance shall not be applicable to those employees in AEC; and to provide the effective date hereof.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF OMAHA:

Section 1. Due to the length of the effected Ordinances, Omaha City Council Rule VII(B) requiring amending ordinances to recite the entire section is hereby waived solely for the purposes of Section 3 of this Ordinance and only the lined out material to be deleted and the underlined material to be added shall be recited herein.

Section 2. That Section 23-177 of the Omaha Municipal Code is hereby amended as follows:

Sec. 23-177. Classifications and pay rates schedule.

The following are the classifications and pay rates for employment with the city.

AA. CLASSIFICATIONS--ADMINISTRATIVE AND EXECUTIVE

~~2022 SALARIES. Effective December 26, 2021~~

~~See attached Table identified as "Attachment #1."~~

~~2023 SALARIES. Effective December 25, 2022 (2% increase over 2022 salaries)~~

~~See attached Table identified as "Attachment #2."~~

~~2024 SALARIES. Effective December 24, 2023 (2% increase over 2023 salaries)~~

~~See attached Table identified as "Attachment #3."~~

2025 SALARIES. Effective December 22, 2024 (2% increase over 2024 salaries)

See attached Table identified as "Attachment #4."

2026 SALARIES. Effective December 21, 2025 (4% increase over 2025 salaries)

See attached Table identified as "Attachment #1."

2027 SALARIES. Effective December 20, 2026 (3% increase over 2026 salaries)

See attached Table identified as "Attachment #2."

44527

2028 SALARIES. Effective December 19, 2027 (3% increase over 2027 salaries)
See attached Table identified as "Attachment #3."

2029 SALARIES. Effective December 17, 2028 (3% increase over 2028 salaries)
See attached Table identified as "Attachment #4."

Section 3. That the classifications of Safety Inspector (Code 4057) and Deputy City Attorney – City Lobbyist (4084) are eliminated commencing at the beginning of the 2026 Payroll Year.

Section 4. That the following classifications are renamed, (1) City Planner IV (Code No. 4095) is now known as Deputy Planning Director (4095) and (2) Superintendent Permits & Inspections (Code No. 4100) is now known as Deputy Director Permits & Inspections (4100).

Section 5. Upon the start of the 2026 payroll year, incumbents where the pay in specific classifications was raised to match comparable data in the Administrative and Executive Classifications (AEC), will be placed at the pay step in the new pay plan at the steps established by the Human Resources Director following the same process as was agreed to by the City and Civilian Management Professional and Technical Employees Council (CMPTEC). The new step placement is to help ensure that employees are paid at market competitive wages and the step placement was based on ensuring a 4% increase in pay. In addition, those employees in the specific classifications who had been in their current position for over 10 years were placed either at their current step, or the step that gives them at least a 10% increase, whichever is less.

Section 6. A review of the comparable data revealed that the initial salary for the classifications of City Clerk (Code 4005), Accountant IV (Code 4042), Payroll Manager (Code 4044), City Treasurer (Code 4045), and City Attorney (Code 4086) in payroll year 2025 were significantly higher than the initial salary for the comparable cities and as a result, the starting pay for those classifications will be frozen for the term of this Ordinance as shown on

attachments #1 through #4. The initial salary for Deputy City Attorney (Code 4082) will be frozen for 2026 and 2027 as shown on attachments #1 and #2.

Section 7. That Section 23-494 of the Omaha Municipal Code is hereby amended as follows:

Sec. 23-494. Pension.

The city shall provide pension benefits to AEC employees as set forth in chapter 22. In addition to those benefits, effective December 21, 2003, the 2.1 percent for each year, or portion thereof, of service (section 22-32) shall be increased to 2.25 percent. The cost of this additional percentage benefit has been determined by the actuary firm of Milliman and Robertson, Inc., to be 2.25 percent of total wages. Effective December 21, 2003, the city shall pay an additional 1.125 percent and the employee shall pay an additional 1.125 percent.

Effective upon the legal execution of the ordinance from which this section derived for payroll year 2006, and thereafter at the beginning of 2007 and 2008 payroll years, both the city and AEC employees shall each pay an additional 0.5 percent of wages into the pension system each of those respective payroll years.

Effective upon the legal execution of the ordinance from which section is derived for payroll year 2010, the city shall pay an additional 0.75 percent and AEC employees shall pay an additional 0.25 percent of wages into the pension system as shown in the table below. Thereafter, at the beginning of 2011 and 2012 payroll years, both the city and AEC employees shall each pay an additional 0.75 percent of wages into the pension system each of those respective payroll years as shown in the table below.

Effective on March 1, 2015, for payroll year 2013, the city shall retroactively pay an additional 2.00 percent of wages into the pension system as shown in the table below. In addition, for payroll year 2014, the city shall retroactively pay an additional 4.00 percent of wages into the pension system as shown in the table below. In addition, for payroll year 2015, the city shall pay an additional 1.00 percent of wages into the pension system as shown in the table below. AEC employees will make its additional contributions to the pension system through benefit cuts.

Effective December 26, 2021, AEC employees shall pay 10.13 percent of wages into the pension system and the city shall 18.83 percent of wages into the pension system as shown in the table below.

The following is the required contribution for each AEC employee and the city into the pension system for the respective payroll year:

<i>Payroll Year</i>	<i>City</i>	<i>Employee</i>
2005	8.025%	6.825%
2006	8.525%	7.325%

2007	9.025%	7.825%
2008	9.525%	8.325%
2009	9.525%	8.325%
2010	10.275%	8.575%
2011	11.025%	9.325%
2012	11.775%	10.075%
2013	Additional contribution - 2.00% TOTAL=13.775%	10.075%
2014	Additional contribution - 4.00% TOTAL=17.775%	10.075%
2015	Additional contribution - 1.00% TOTAL=18.775%	10.075%
2016	18.775%	10.075%
2017	18.775%	10.075%
2018	18.775%	10.075%
2019	18.775%	10.075%
2020	18.775%	10.075%
2021	18.775%	10.075%
2022	18.83%	10.13%
2023	18.83%	10.13%
2024	18.83%	10.13%
2025	18.83%	10.13%
2026	18.83%	10.13%
2027	18.83%	10.13%
2028	18.83%	10.13%
2029	18.83%	10.13%

1 Section 8. That Section 23-502 of the Omaha Municipal Code is hereby amended as
2 follows:

3 **Sec. 23-502. Paid Holidays.**

4 The city shall provide paid holidays to AEC employees as set forth in section 23-324. In
5 addition, effective December 22, 2002, employees shall be entitled to a "floating" holiday.
6 Effective December 21, 2025, employees shall be entitled to a second "floating" holiday. An
7 employee's use of this "floating" holidays shall be treated as if the employee was requesting
8 annual leave; therefore, this "floating" holidays shall be governed by the annual leave provisions
9 set forth in section 23-341 through section 23-436.

10 Section 9. This Ordinance is legislative in character and shall be in full force and take
11 effect fifteen days from and after its passage.

INTRODUCED BY COUNCILMEMBER

Daniel A. Beley

APPROVED BY:

John W. King 12/19/25
MAYOR OF THE CITY OF OMAHA DATE

PASSED DEC 16 2025 7-0

ATTEST:

[Signature] 12/19/25
CITY CLERK OF THE CITY OF OMAHA DATE

APPROVED AS TO FORM:

[Signature] 11/19/25
DEPUTY CITY ATTORNEY DATE

Attachment 1

AA. CLASSIFICATIONS - ADMINISTRATIVE AND EXECUTIVE

2026 SALARIES: 4% increase over 2025 Salaries. (Salaries effective 12/21/2025)

Code

<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
OFFICE ADMINISTRATION AND MANAGEMENT (00)												
4001	Secretary to the City Council	60,444.80	62,732.80	65,020.80	67,308.80	69,596.80	71,884.80	74,172.80	76,460.80	78,748.80	81,036.80	83,345.60
4002	City Council Chief of Staff	113,651.20	118,705.60	123,760.00	128,814.40	133,868.80	138,923.20	143,977.60	149,032.00	154,086.40	159,140.80	164,174.40
4004	Deputy City Clerk	75,046.40	77,584.00	80,121.60	82,659.20	85,196.80	87,734.40	90,272.00	92,809.60	95,347.20	97,884.80	100,443.20
4005	City Clerk	111,321.60	115,772.80	120,224.00	124,675.20	129,126.40	133,577.60	138,028.80	142,480.00	146,931.20	151,382.40	155,896.00
4006	Council Staff Assistant	75,046.40	77,584.00	80,121.60	82,659.20	85,196.80	87,734.40	90,272.00	92,809.60	95,347.20	97,884.80	100,443.20
4009	Assistant to the City Prosecutor	54,600.00	57,096.00	59,592.00	62,088.00	64,584.00	67,080.00	69,576.00	72,072.00	74,568.00	77,064.00	79,497.60
4010	Executive Secretary - Law	60,444.80	62,732.80	65,020.80	67,308.80	69,596.80	71,884.80	74,172.80	76,460.80	78,748.80	81,036.80	83,345.60
4011	Executive Secretary - Human Resources	60,444.80	62,732.80	65,020.80	67,308.80	69,596.80	71,884.80	74,172.80	76,460.80	78,748.80	81,036.80	83,345.60
4012	Executive Secretary - Finance	60,444.80	62,732.80	65,020.80	67,308.80	69,596.80	71,884.80	74,172.80	76,460.80	78,748.80	81,036.80	83,345.60
4015	Public Safety Auditor	118,081.60	120,619.20	123,177.60	125,756.80	128,273.60	130,832.00	133,390.40	135,907.20	138,486.40	141,024.00	143,665.60
4016	Deputy Director - Police Technical & Reporting Services	166,379.20	171,412.80	176,446.40	181,500.80	186,534.40	191,568.00	196,622.40	201,656.00	206,689.60	211,744.00	216,736.00
FINANCE (01)												
4042	Accountant IV	104,894.40	108,763.20	112,632.00	116,500.80	120,369.60	124,238.40	128,107.20	131,976.00	135,844.80	139,713.60	143,665.60
4043	City Comptroller	131,331.20	136,947.20	142,563.20	148,179.20	153,795.20	159,411.20	165,027.20	170,643.20	176,259.20	181,875.20	187,595.20
4044	Payroll Manager	104,894.40	108,763.20	112,632.00	116,500.80	120,369.60	124,238.40	128,107.20	131,976.00	135,844.80	139,713.60	143,665.60
4045	City Treasurer	104,894.40	109,262.40	113,630.40	117,998.40	122,366.40	126,734.40	131,102.40	135,470.40	139,838.40	144,206.40	148,512.00
HUMAN RESOURCES (02)												
4051	Human Resources Specialist	59,134.40	61,297.60	63,460.80	65,624.00	67,787.20	69,950.40	72,113.60	74,276.80	76,440.00	78,603.20	80,766.40
4052	Human Resources Technician I	64,667.20	67,350.40	70,033.60	72,716.80	75,400.00	78,083.20	80,766.40	83,449.60	86,132.80	88,816.00	91,478.40
4053	Human Resources Technician II	77,521.60	79,851.20	82,180.80	84,510.40	86,840.00	89,169.60	91,499.20	93,828.80	96,158.40	98,488.00	100,880.00
4054	Human Resources Technician III	93,267.20	96,907.20	100,547.20	104,187.20	107,827.20	111,467.20	115,107.20	118,747.20	122,387.20	126,027.20	129,667.20
4056	Human Resources Technician IV	100,942.40	104,915.20	108,888.00	112,860.80	116,833.60	120,806.40	124,779.20	128,752.00	132,724.80	136,697.60	140,732.80
4059	Human Resources Information System Analyst	73,361.60	76,585.60	79,809.60	83,033.60	86,257.60	89,481.60	92,705.60	95,929.60	99,153.60	102,377.60	105,601.60
4061	Labor Rel Director - Assistant Human Resources Director	110,884.80	117,062.40	123,302.40	129,500.80	135,740.80	141,980.80	148,179.20	154,419.20	160,638.40	166,816.00	173,160.00
4063	Human Resources Information System Manager	100,942.40	104,915.20	108,888.00	112,860.80	116,833.60	120,806.40	124,779.20	128,752.00	132,724.80	136,697.60	140,732.80
HUMAN RELATIONS (03)												
4065	Assistant Director - Human Rights & Relations	104,020.80	108,347.20	112,673.60	117,000.00	121,326.40	125,652.80	129,979.20	134,305.60	138,632.00	142,958.40	147,347.20

Attachment 1

Code												
<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
LIBRARY (04)												
4076	Assistant Library Director	114,462.40	118,040.00	121,638.40	125,236.80	128,814.40	132,412.80	135,990.40	139,588.80	143,187.20	146,764.80	150,425.60
LAW (05)												
4080	Paralegal Assistant	58,219.20	60,486.40	62,753.60	65,020.80	67,288.00	69,555.20	71,822.40	74,089.60	76,356.80	78,624.00	80,891.20
4081	Attorney	86,881.60	90,792.00	94,702.40	98,612.80	102,523.20	106,433.60	110,344.00	114,254.40	118,164.80	122,075.20	125,923.20
4082	Senior Attorney	110,884.80	117,062.40	123,302.40	129,500.80	135,740.80	141,980.80	148,179.20	154,419.20	160,638.40	166,816.00	173,160.00
4083	Deputy City Attorney	146,972.80	154,856.00	162,739.20	170,622.40	178,505.60	186,388.80	194,272.00	202,155.20	210,038.40	217,921.60	225,721.60
4085	City Prosecutor	157,435.20	164,944.00	172,452.80	179,961.60	187,470.40	194,979.20	202,467.20	209,976.00	217,484.80	224,993.60	232,502.40
4086	City Attorney	178,068.80	186,056.00	194,043.20	202,030.40	210,017.60	218,004.80	225,992.00	233,979.20	241,966.40	249,953.60	257,857.60
4057	Claims Adjuster	84,177.60	87,630.40	91,083.20	94,556.80	98,009.60	101,483.20	104,936.00	108,388.80	111,862.40	115,315.20	118,788.80
PLANNING (06)												
4095	City Planner IV <u>Deputy Planning Director</u>	105,144.00	110,656.00	116,168.00	121,680.00	127,192.00	132,704.00	138,216.00	143,728.00	149,240.00	154,752.00	160,180.80
4100	Superintendent <u>Deputy Director</u> Permits & Inspections	105,144.00	110,656.00	116,168.00	121,680.00	127,192.00	132,704.00	138,216.00	143,728.00	149,240.00	154,752.00	160,180.80
PUBLIC WORKS (08)												
4151	Assistant Director - Transportation Services	123,905.60	129,604.80	135,304.00	141,003.20	146,702.40	152,401.60	158,100.80	163,800.00	169,499.20	175,198.40	180,897.60
4169	Assistant Director - Environmental Services	123,905.60	129,604.80	135,304.00	141,003.20	146,702.40	152,401.60	158,100.80	163,800.00	169,499.20	175,198.40	180,897.60
PARKS AND RECREATION (10)												
4250	Assistant Director - Parks Recreation & Public Property	110,136.00	115,065.60	119,995.20	124,924.80	129,854.40	134,784.00	139,713.60	144,643.20	149,572.80	154,502.40	159,328.00
STEP PROGRESSION:												
Step	<u>Requirement</u>											
"A"	Initial Hire											
"B"	6 months at "A"											
"C"	6 months at "B"											
"D"	1 year at "C"											
"E"	1 year at "D"											
"F"	1 year at "E"											
"G"	1 year at "F"											
"H"	1 year at "G"											
"I"	1 year at "H"											
"J"	1 year at "I"											
"K"	1 year at "J"											

Actual pay for employees in this group is calculated from the hourly rate and rounded to the closest penny.

Attachment 2

AA. CLASSIFICATIONS - ADMINISTRATIVE AND EXECUTIVE

2027 SALARIES: 3% increase over 2026 Salaries. (Salaries effective 12/20/2026)

Code		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
No.	Class Title											
OFFICE ADMINISTRATION AND MANAGEMENT (00)												
4001	Secretary to the City Council	62,254.40	64,604.80	66,976.00	69,326.40	71,676.80	74,048.00	76,398.40	78,748.80	81,120.00	83,470.40	85,841.60
4002	City Council Chief of Staff	117,062.40	122,262.40	127,483.20	132,683.20	137,883.20	143,083.20	148,304.00	153,504.00	158,704.00	163,924.80	169,104.00
4004	Deputy City Clerk	77,292.80	79,913.60	82,534.40	85,134.40	87,755.20	90,376.00	92,976.00	95,596.80	98,217.60	100,817.60	103,459.20
4005	City Clerk	111,321.60	116,251.20	121,180.80	126,110.40	131,040.00	135,969.60	140,899.20	145,828.80	150,758.40	155,688.00	160,576.00
4006	Council Staff Assistant	77,292.80	79,913.60	82,534.40	85,134.40	87,755.20	90,376.00	92,976.00	95,596.80	98,217.60	100,817.60	103,459.20
4009	Assistant to the City Prosecutor	56,243.20	58,801.60	61,380.80	63,960.00	66,518.40	69,097.60	71,656.00	74,235.20	76,814.40	79,372.80	81,889.60
4010	Executive Secretary - Law	62,254.40	64,604.80	66,976.00	69,326.40	71,676.80	74,048.00	76,398.40	78,748.80	81,120.00	83,470.40	85,841.60
4011	Executive Secretary - Human Resources	62,254.40	64,604.80	66,976.00	69,326.40	71,676.80	74,048.00	76,398.40	78,748.80	81,120.00	83,470.40	85,841.60
4012	Executive Secretary - Finance	62,254.40	64,604.80	66,976.00	69,326.40	71,676.80	74,048.00	76,398.40	78,748.80	81,120.00	83,470.40	85,841.60
4015	Public Safety Auditor	121,617.60	124,238.40	126,880.00	129,521.60	132,121.60	134,763.20	137,384.00	139,984.00	142,646.40	145,246.40	147,971.20
4016	Deputy Director - Police Technical & Reporting Services	171,371.20	176,550.40	181,729.60	186,950.40	192,129.60	197,308.80	202,529.60	207,708.80	212,888.00	218,088.00	223,246.40
FINANCE (01)												
4042	Accountant IV	104,894.40	109,200.00	113,505.60	117,811.20	122,116.80	126,422.40	130,728.00	135,033.60	139,339.20	143,644.80	147,971.20
4043	City Comptroller	135,262.40	141,065.60	146,848.00	152,630.40	158,412.80	164,195.20	169,977.60	175,760.00	181,542.40	187,324.80	193,232.00
4044	Payroll Manager	104,894.40	109,200.00	113,505.60	117,811.20	122,116.80	126,422.40	130,728.00	135,033.60	139,339.20	143,644.80	147,971.20
4045	City Treasurer	104,894.40	109,699.20	114,504.00	119,308.80	124,113.60	128,918.40	133,723.20	138,528.00	143,332.80	148,137.60	152,963.20
HUMAN RESOURCES (02)												
4051	Human Resources Specialist	60,902.40	63,128.00	65,374.40	67,600.00	69,825.60	72,051.20	74,276.80	76,502.40	78,728.00	80,953.60	83,179.20
4052	Human Resources Technician I	66,601.60	69,368.00	72,134.40	74,900.80	77,667.20	80,433.60	83,179.20	85,945.60	88,712.00	91,478.40	94,224.00
4053	Human Resources Technician II	79,851.20	82,243.20	84,656.00	87,048.00	89,440.00	91,852.80	94,244.80	96,636.80	99,049.60	101,441.60	103,916.80
4054	Human Resources Technician III	96,075.20	99,819.20	103,563.20	107,307.20	111,072.00	114,816.00	118,560.00	122,304.00	126,068.80	129,812.80	133,556.80
4056	Human Resources Technician IV	103,979.20	108,056.00	112,153.60	116,251.20	120,348.80	124,425.60	128,523.20	132,620.80	136,697.60	140,795.20	144,955.20
4059	Human Resources Information System Analyst	75,566.40	78,873.60	82,201.60	85,529.60	88,836.80	92,164.80	95,492.80	98,800.00	102,128.00	105,456.00	108,763.20
4061	Labor Rel Director - Assistant Human Resources Director	114,212.80	120,577.60	127,004.80	133,390.40	139,817.60	146,244.80	152,630.40	159,057.60	165,464.00	171,828.80	178,360.00
4063	Human Resources Information System Manager	103,979.20	108,056.00	112,153.60	116,251.20	120,348.80	124,425.60	128,523.20	132,620.80	136,697.60	140,795.20	144,955.20
HUMAN RELATIONS (03)												
4065	Assistant Director - Human Rights & Relations	107,140.80	111,592.00	116,064.00	120,515.20	124,966.40	129,417.60	133,868.80	138,340.80	142,792.00	147,243.20	151,777.60

Attachment 2

Code

<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
LIBRARY (04)												
4076	Assistant Library Director	117,894.40	121,576.00	125,278.40	129,001.60	132,683.20	136,385.60	140,067.20	143,769.60	147,492.80	151,174.40	154,939.20
LAW (05)												
4080	Paralegal Assistant	59,966.40	62,296.00	64,646.40	66,976.00	69,305.60	71,635.20	73,985.60	76,315.20	78,644.80	80,974.40	83,324.80
4081	Attorney	89,481.60	93,516.80	97,552.00	101,566.40	105,601.60	109,636.80	113,651.20	117,686.40	121,700.80	125,736.00	129,708.80
4082	Senior Attorney	114,212.80	120,577.60	127,004.80	133,390.40	139,817.60	146,244.80	152,630.40	159,057.60	165,464.00	171,828.80	178,360.00
4083	Deputy City Attorney	146,972.80	155,521.60	164,070.40	172,619.20	181,168.00	189,716.80	198,265.60	206,814.40	215,363.20	223,912.00	232,502.40
4085	City Prosecutor	162,156.80	169,894.40	177,632.00	185,369.60	193,086.40	200,824.00	208,540.80	216,278.40	224,016.00	231,753.60	239,470.40
4086	City Attorney	178,068.80	186,825.60	195,582.40	204,339.20	213,096.00	221,852.80	230,609.60	239,366.40	248,123.20	256,880.00	265,595.20
4057	Claims Adjuster	86,694.40	90,251.20	93,808.00	97,385.60	100,942.40	104,520.00	108,076.80	111,633.60	115,211.20	118,768.00	122,345.60
PLANNING (06)												
4095	Deputy Planning Director	108,305.60	113,984.00	119,662.40	125,340.80	130,998.40	136,676.80	142,355.20	148,033.60	153,712.00	159,390.40	164,985.60
4100	Deputy Director Permits & Inspections	108,305.60	113,984.00	119,662.40	125,340.80	130,998.40	136,676.80	142,355.20	148,033.60	153,712.00	159,390.40	164,985.60
PUBLIC WORKS (08)												
4151	Assistant Director - Transportation Services	127,628.80	133,494.40	139,360.00	145,225.60	151,112.00	156,977.60	162,843.20	168,708.80	174,574.40	180,460.80	186,326.40
4169	Assistant Director - Environmental Services	127,628.80	133,494.40	139,360.00	145,225.60	151,112.00	156,977.60	162,843.20	168,708.80	174,574.40	180,460.80	186,326.40
PARKS AND RECREATION (10)												
4250	Assistant Director - Parks Recreation & Public Property	113,443.20	118,518.40	123,593.60	128,668.80	133,744.00	138,819.20	143,915.20	148,990.40	154,065.60	159,140.80	164,112.00

STEP PROGRESSION:

Step	<u>Requirement</u>
"A"	Initial Hire
"B"	6 months at "A"
"C"	6 months at "B"
"D"	1 year at "C"
"E"	1 year at "D"
"F"	1 year at "E"
"G"	1 year at "F"
"H"	1 year at "G"
"I"	1 year at "H"
"J"	1 year at "I"
"K"	1 year at "J"

Actual pay for employees in this group is calculated from the hourly rate and rounded to the closest penny.

Attachment 3

AA. CLASSIFICATIONS - ADMINISTRATIVE AND EXECUTIVE

2028 SALARIES: 3% increase over 2027 Salaries. (Salaries effective 12/19/2027)

Code		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
No.	Class Title											
OFFICE ADMINISTRATION AND MANAGEMENT (00)												
4001	Secretary to the City Council	64,126.40	66,539.20	68,993.60	71,406.40	73,819.20	76,273.60	78,686.40	81,120.00	83,553.60	85,966.40	88,420.80
4002	City Council Chief of Staff	120,577.60	125,923.20	131,310.40	136,656.00	142,022.40	147,368.00	152,755.20	158,100.80	163,467.20	168,833.60	174,179.20
4004	Deputy City Clerk	79,601.60	82,305.60	85,009.60	87,692.80	90,396.80	93,080.00	95,763.20	98,467.20	101,171.20	103,833.60	106,558.40
4005	City Clerk	111,321.60	116,729.60	122,137.60	127,545.60	132,953.60	138,361.60	143,769.60	149,177.60	154,585.60	159,993.60	165,401.60
4006	Council Staff Assistant	79,601.60	82,305.60	85,009.60	87,692.80	90,396.80	93,080.00	95,763.20	98,467.20	101,171.20	103,833.60	106,558.40
4009	Assistant to the City Prosecutor	57,928.00	60,569.60	63,232.00	65,873.60	68,515.20	71,177.60	73,798.40	76,460.80	79,123.20	81,744.00	84,344.00
4010	Executive Secretary - Law	64,126.40	66,539.20	68,993.60	71,406.40	73,819.20	76,273.60	78,686.40	81,120.00	83,553.60	85,966.40	88,420.80
4011	Executive Secretary - Human Resources	64,126.40	66,539.20	68,993.60	71,406.40	73,819.20	76,273.60	78,686.40	81,120.00	83,553.60	85,966.40	88,420.80
4012	Executive Secretary - Finance	64,126.40	66,539.20	68,993.60	71,406.40	73,819.20	76,273.60	78,686.40	81,120.00	83,553.60	85,966.40	88,420.80
4015	Public Safety Auditor	125,257.60	127,961.60	130,686.40	133,411.20	136,094.40	138,798.40	141,502.40	144,185.60	146,931.20	149,593.60	152,401.60
4016	Deputy Director - Police Technical & Reporting Services	176,508.80	181,854.40	187,179.20	192,566.40	197,891.20	203,236.80	208,603.20	213,948.80	219,273.60	224,640.00	229,944.00
FINANCE (01)												
4042	Accountant IV	104,894.40	109,636.80	114,379.20	119,121.60	123,864.00	128,606.40	133,348.80	138,091.20	142,833.60	147,576.00	152,401.60
4043	City Comptroller	139,318.40	145,288.00	151,257.60	157,206.40	163,155.20	169,124.80	175,073.60	181,043.20	186,992.00	192,940.80	199,035.20
4044	Payroll Manager	104,894.40	109,636.80	114,379.20	119,121.60	123,864.00	128,606.40	133,348.80	138,091.20	142,833.60	147,576.00	152,401.60
4045	City Treasurer	104,894.40	110,156.80	115,419.20	120,681.60	125,944.00	131,206.40	136,468.80	141,731.20	146,993.60	152,256.00	157,560.00
HUMAN RESOURCES (02)												
4051	Human Resources Specialist	62,732.80	65,020.80	67,329.60	69,638.40	71,926.40	74,214.40	76,502.40	78,790.40	81,099.20	83,387.20	85,675.20
4052	Human Resources Technician I	68,598.40	71,448.00	74,297.60	77,147.20	79,996.80	82,846.40	85,675.20	88,524.80	91,374.40	94,224.00	97,052.80
4053	Human Resources Technician II	82,243.20	84,718.40	87,193.60	89,668.80	92,123.20	94,598.40	97,073.60	99,528.00	102,024.00	104,478.40	107,036.80
4054	Human Resources Technician III	98,966.40	102,814.40	106,662.40	110,531.20	114,400.00	118,268.80	122,116.80	125,964.80	129,854.40	133,702.40	137,571.20
4056	Human Resources Technician IV	107,099.20	111,300.80	115,523.20	119,745.60	123,968.00	128,148.80	132,371.20	136,593.60	140,795.20	145,017.60	149,302.40
4059	Human Resources Information System Analyst	77,833.60	81,244.80	84,676.80	88,088.00	91,499.20	94,931.20	98,363.20	101,774.40	105,185.60	108,617.60	112,028.80
4061	Labor Rel Director - Assistant Human Resources Director	117,644.80	124,196.80	130,811.20	137,384.00	144,019.20	150,633.60	157,206.40	163,820.80	170,435.20	176,987.20	183,705.60
4063	Human Resources Information System Manager	107,099.20	111,300.80	115,523.20	119,745.60	123,968.00	128,148.80	132,371.20	136,593.60	140,795.20	145,017.60	149,302.40
HUMAN RELATIONS (03)												
4065	Assistant Director - Human Rights & Relations	110,364.80	114,940.80	119,537.60	124,134.40	128,710.40	133,307.20	137,883.20	142,500.80	147,076.80	151,652.80	156,332.80

Attachment 3

Code		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
No.	Class Title											
LIBRARY (04)												
4076	Assistant Library Director	121,430.40	125,216.00	129,043.20	132,870.40	136,656.00	140,483.20	144,268.80	148,075.20	151,923.20	155,708.80	159,577.60
LAW (05)												
4080	Paralegal Assistant	61,755.20	64,168.00	66,580.80	68,993.60	71,385.60	73,777.60	76,211.20	78,603.20	80,995.20	83,408.00	85,820.80
4081	Attorney	92,164.80	96,324.80	100,484.80	104,603.20	108,763.20	112,923.20	117,062.40	121,222.40	125,361.60	129,500.80	133,598.40
4082	Senior Attorney	117,644.80	124,196.80	130,811.20	137,384.00	144,019.20	150,633.60	157,206.40	163,820.80	170,435.20	176,987.20	183,705.60
4083	Deputy City Attorney	151,382.40	160,180.80	168,979.20	177,777.60	186,576.00	195,374.40	204,172.80	212,971.20	221,769.60	230,568.00	239,470.40
4085	City Prosecutor	167,024.00	174,990.40	182,956.80	190,923.20	198,868.80	206,856.00	214,801.60	222,768.00	230,734.40	238,700.80	246,646.40
4086	City Attorney	178,068.80	187,616.00	197,163.20	206,710.40	216,257.60	225,804.80	235,352.00	244,899.20	254,446.40	263,993.60	273,561.60
4057	Claims Adjuster	89,294.40	92,955.20	96,616.00	100,297.60	103,979.20	107,660.80	111,321.60	114,982.40	118,664.00	122,324.80	126,006.40
PLANNING (06)												
4095	Deputy Planning Director	111,550.40	117,395.20	123,260.80	129,105.60	134,929.60	140,774.40	146,619.20	152,484.80	158,329.60	164,174.40	169,936.00
4100	Deputy Director Permits & Inspections	111,550.40	117,395.20	123,260.80	129,105.60	134,929.60	140,774.40	146,619.20	152,484.80	158,329.60	164,174.40	169,936.00
PUBLIC WORKS (08)												
4151	Assistant Director - Transportation Services	131,456.00	137,508.80	143,540.80	149,572.80	155,646.40	161,678.40	167,731.20	173,763.20	179,816.00	185,868.80	191,921.60
4169	Assistant Director - Environmental Services	131,456.00	137,508.80	143,540.80	149,572.80	155,646.40	161,678.40	167,731.20	173,763.20	179,816.00	185,868.80	191,921.60
PARKS AND RECREATION (10)												
4250	Assistant Director - Parks Recreation & Public Property	116,854.40	122,075.20	127,296.00	132,537.60	137,758.40	142,979.20	148,241.60	153,462.40	158,683.20	163,924.80	169,041.60

STEP PROGRESSION:

Step	<u>Requirement</u>
"A"	Initial Hire
"B"	6 months at "A"
"C"	6 months at "B"
"D"	1 year at "C"
"E"	1 year at "D"
"F"	1 year at "E"
"G"	1 year at "F"
"H"	1 year at "G"
"I"	1 year at "H"
"J"	1 year at "I"
"K"	1 year at "J"

Actual pay for employees in this group is calculated from the hourly rate and rounded to the closest penny.

Attachment 4

AA. CLASSIFICATIONS - ADMINISTRATIVE AND EXECUTIVE

2029 SALARIES: 3% increase over 2028 Salaries. (Salaries effective 12/17/2028)

Code

<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
OFFICE ADMINISTRATION AND MANAGEMENT (00)												
4001	Secretary to the City Council	66,040.00	68,536.00	71,073.60	73,548.80	76,024.00	78,561.60	81,036.80	83,553.60	86,070.40	88,545.60	91,083.20
4002	City Council Chief of Staff	124,196.80	129,708.80	135,241.60	140,753.60	146,286.40	151,798.40	157,331.20	162,843.20	168,376.00	173,908.80	179,400.00
4004	Deputy City Clerk	81,993.60	84,780.80	87,568.00	90,313.60	93,100.80	95,867.20	98,633.60	101,420.80	104,208.00	106,953.60	109,761.60
4005	City Clerk	111,321.60	117,228.80	123,136.00	129,043.20	134,950.40	140,857.60	146,764.80	152,672.00	158,579.20	164,486.40	170,372.80
4006	Council Staff Assistant	81,993.60	84,780.80	87,568.00	90,313.60	93,100.80	95,867.20	98,633.60	101,420.80	104,208.00	106,953.60	109,761.60
4009	Assistant to the City Prosecutor	59,675.20	62,379.20	65,124.80	67,849.60	70,574.40	73,320.00	76,003.20	78,748.80	81,494.40	84,198.40	86,881.60
4010	Executive Secretary - Law	66,040.00	68,536.00	71,073.60	73,548.80	76,024.00	78,561.60	81,036.80	83,553.60	86,070.40	88,545.60	91,083.20
4011	Executive Secretary - Human Resources	66,040.00	68,536.00	71,073.60	73,548.80	76,024.00	78,561.60	81,036.80	83,553.60	86,070.40	88,545.60	91,083.20
4012	Executive Secretary - Finance	66,040.00	68,536.00	71,073.60	73,548.80	76,024.00	78,561.60	81,036.80	83,553.60	86,070.40	88,545.60	91,083.20
4015	Public Safety Auditor	129,022.40	131,809.60	134,596.80	137,404.80	140,171.20	142,958.40	145,745.60	148,512.00	151,340.80	154,086.40	156,977.60
4016	Deputy Director - Police Technical & Reporting Services	181,812.80	187,304.00	192,795.20	198,348.80	203,819.20	209,331.20	214,864.00	220,376.00	225,846.40	231,379.20	236,849.60
FINANCE (01)												
4042	Accountant IV	104,894.40	110,094.40	115,294.40	120,494.40	125,694.40	130,894.40	136,094.40	141,294.40	146,494.40	151,694.40	156,977.60
4043	City Comptroller	143,499.20	149,656.00	155,792.00	161,928.00	168,043.20	174,200.00	180,336.00	186,472.00	192,608.00	198,723.20	205,004.80
4044	Payroll Manager	104,894.40	110,094.40	115,294.40	120,494.40	125,694.40	130,894.40	136,094.40	141,294.40	146,494.40	151,694.40	156,977.60
4045	City Treasurer	108,035.20	113,464.00	118,892.80	124,321.60	129,750.40	135,179.20	140,608.00	146,036.80	151,465.60	156,894.40	162,281.60
HUMAN RESOURCES (02)												
4051	Human Resources Specialist	64,604.80	66,976.00	69,347.20	71,718.40	74,089.60	76,440.00	78,790.40	81,161.60	83,532.80	85,883.20	88,254.40
4052	Human Resources Technician I	70,657.60	73,590.40	76,523.20	79,456.00	82,388.80	85,321.60	88,254.40	91,187.20	94,120.00	97,052.80	99,964.80
4053	Human Resources Technician II	84,718.40	87,256.00	89,814.40	92,352.00	94,889.60	97,427.20	99,985.60	102,523.20	105,081.60	107,619.20	110,240.00
4054	Human Resources Technician III	101,940.80	105,892.80	109,865.60	113,838.40	117,832.00	121,825.60	125,777.60	129,750.40	133,744.00	137,716.80	141,689.60
4056	Human Resources Technician IV	110,302.40	114,649.60	118,996.80	123,344.00	127,691.20	131,996.80	136,344.00	140,691.20	145,017.60	149,364.80	153,774.40
4059	Human Resources Information System Analyst	80,163.20	83,678.40	87,214.40	90,729.60	94,244.80	97,780.80	101,316.80	104,832.00	108,347.20	111,883.20	115,398.40
4061	Labor Rel Director - Assistant Human Resources Director	121,180.80	127,920.00	134,742.40	141,502.40	148,345.60	155,147.20	161,928.00	168,729.60	175,552.00	182,291.20	189,217.60
4063	Human Resources Information System Manager	110,302.40	114,649.60	118,996.80	123,344.00	127,691.20	131,996.80	136,344.00	140,691.20	145,017.60	149,364.80	153,774.40
HUMAN RELATIONS (03)												
4065	Assistant Director - Human Rights & Relations	113,672.00	118,393.60	123,115.20	127,857.60	132,579.20	137,300.80	142,022.40	146,785.60	151,486.40	156,208.00	161,012.80

Attachment 4

Code		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
No.	Class Title											
LIBRARY (04)												
4076	Assistant Library Director	125,070.40	128,980.80	132,912.00	136,864.00	140,753.60	144,705.60	148,595.20	152,526.40	156,478.40	160,388.80	164,361.60
LAW (05)												
4080	Paralegal Assistant	63,606.40	66,102.40	68,577.60	71,073.60	73,528.00	75,982.40	78,499.20	80,953.60	83,428.80	85,904.00	88,400.00
4081	Attorney	94,931.20	99,216.00	103,500.80	107,744.00	112,028.80	116,313.60	120,577.60	124,862.40	129,126.40	133,390.40	137,612.80
4082	Senior Attorney	121,180.80	127,920.00	134,742.40	141,502.40	148,345.60	155,147.20	161,928.00	168,729.60	175,552.00	182,291.20	189,217.60
4083	Deputy City Attorney	151,382.40	160,180.80	168,979.20	177,777.60	186,576.00	195,374.40	204,172.80	212,971.20	221,769.60	230,568.00	239,470.40
4085	City Prosecutor	172,036.80	180,232.00	188,448.00	196,643.20	204,838.40	213,054.40	221,249.60	229,444.80	237,660.80	245,856.00	254,051.20
4086	City Attorney	178,068.80	188,448.00	198,827.20	209,206.40	219,585.60	229,964.80	240,344.00	250,723.20	261,102.40	271,481.60	281,777.60
4057	Claims Adjuster	91,977.60	95,742.40	99,507.20	103,313.60	107,099.20	110,884.80	114,670.40	118,435.20	122,220.80	125,985.60	129,792.00
PLANNING (06)												
4095	Deputy Planning Director	114,899.20	120,910.40	126,963.20	132,974.40	138,985.60	144,996.80	151,008.00	157,060.80	163,072.00	169,104.00	175,032.00
4100	Deputy Director Permits & Inspections	114,899.20	120,910.40	126,963.20	132,974.40	138,985.60	144,996.80	151,008.00	157,060.80	163,072.00	169,104.00	175,032.00
PUBLIC WORKS (08)												
4151	Assistant Director - Transportation Services	135,408.00	141,627.20	147,846.40	154,065.60	160,305.60	166,524.80	172,764.80	178,984.00	185,203.20	191,443.20	197,683.20
4169	Assistant Director - Environmental Services	135,408.00	141,627.20	147,846.40	154,065.60	160,305.60	166,524.80	172,764.80	178,984.00	185,203.20	191,443.20	197,683.20
PARKS AND RECREATION (10)												
4250	Assistant Director - Parks Recreation & Public Property	120,369.60	125,736.00	131,123.20	136,510.40	141,897.60	147,264.00	152,692.80	158,059.20	163,446.40	168,833.60	174,116.80

STEP PROGRESSION:

Step	<u>Requirement</u>
"A"	Initial Hire
"B"	6 months at "A"
"C"	6 months at "B"
"D"	1 year at "C"
"E"	1 year at "D"
"F"	1 year at "E"
"G"	1 year at "F"
"H"	1 year at "G"
"I"	1 year at "H"
"J"	1 year at "I"
"K"	1 year at "J"

Actual pay for employees in this group is calculated from the hourly rate and rounded to the closest penny.